

BWIS Board Meeting
August 12, 2015

Attendees: Christina, Kristine, Vinita, Triveni, Anna, Kathy, Kahille, Loralie, Carrie-Ann, Olivia, Elizabeth, Shirley

- Budget –
 - 7609 – Vivian submits report
 - FORWARD acct to 7617
 - Kahille to spend
 - 100 posters ~\$90-100
 - Banner ~\$175
 - \$1000 left
 - Anna is reprinting Chasman posters
 - Ask Lisa Jensen to print membership pamphlets (200-250 of them)
 - Order more pens
 - Order something else – folders, flash drives, lanyard with clip?
- CARE – not in budget
 - Submit a short proposal to the director's or training office
 - Or present to the director and he can go to the training office
 - Board chooses topics and members vote
 - Get membership to form a subcommittee to write proposal
 - If not enough volunteers, it will not happen
- Daycare - Simer
 - A parent has volunteered to write a list of the situation
 - No more hot food
 - Quality down, cost up
 - RHIC/AGS and CFN User Executive committees interested in this too
 - BWIS to write a letter
 - We support daycare
 - Needs to be affordable
 - This helps attract new employees
 - If daycare moves to Discovery Park, it will be public
 - BNL employees should get priority
 - How do other labs run their daycares?
- 4H – they have money for field trips/special programs and are looking for mentors in Longwood
 - WISE has a program – can college students get paid to go?
 - Kahille will send info to Carrie-Ann and Bernadette
- Implicit Bias – Shirley

- Carolyn Simard from Stanford to give an evidence based talk on 9/18 on unconscious bias & how it impacts slow career progress for women (hiring, promotion)
 - She will present to the policy council
 - Then level 1 and 2 managers
 - Then meet with BWIS with management present
 - Then she will give a labwide talk at Berkner
- IAT – Implicit Association Test – identifies the biases we have
 - Hoping leaders will self-acknowledge their biases
 - Don't be afraid to ask hard questions
- Do action items come out of this? Need metrics to measure changes
 - The speaker was asked to leave us with a list of action items
- New BWIS Elections at the end of September
- Phone conference meetings?
- Next meeting – September 9 at 12pm